

# COMPREHENSIVE CHECKLIST

## FOR ATTRACTING AND RETAINING MILLENNIALS AND GEN Z IN AEROSPACE ENGINEERING MANUFACTURING

At HeathBrook we know the importance of attracting and retaining the latest generation of technical engineers and have put together some handy hints, that we hope you will find helpful. We know from research that employee engagement is an expectation, and that it is the key ingredients to both attracting and retaining staff.

“ On average, Millennials will have 3-4 different jobs in their first decade, and various research shows Gen Z are even more likely to change jobs. ”



# 1 | EMPLOYEE ENGAGEMENT TECHNIQUES



Interestingly, both generations value opportunity for growth, but they express it differently. Millennials look for clear pathways for enhancement, and Gen Z place particular emphasis on purpose and social impact.

## CAREER DEVELOPMENT AND LEARNING OPPORTUNITIES

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### CONTINUOUS LEARNING PROGRAMS

**Regular Training Sessions:** Offer workshops, webinars, and online courses that focus on both technical skills and personal development.

**Tuition Reimbursement:** Provide financial support for employees pursuing further education related to their field.



### MENTORSHIP SCHEMES

**Formal Mentorship Programs:** Pair less experienced employees with seasoned professionals to guide their career development.

**Peer Mentoring:** Encourage peer-to-peer mentoring to facilitate knowledge sharing and support.



### CAREER PATHWAYS

**Clear Progression Maps:** Define and communicate clear career pathways within the organisation, detailing the skills and experiences needed for advancement.

**Internal Mobility:** Promote opportunities for lateral moves within the company to broaden employees' skills and experiences.



# 2 | MODERN WORKPLACE PRACTICES

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## HYBRID WORK MODELS

**Implement Flexible Schedules:** Introduce hybrid work models where feasible, allowing employees to work remotely part of the time. This flexibility can enhance job satisfaction and productivity.

**Flexible Start and End Times:** Allow employees to choose their start and end times within a set range to better manage personal commitments.

The new Labour government in the UK has introduced policies aimed at enhancing hybrid working arrangements. Central to these reforms is the right to flexible working from the first day of employment.

## SHIFT SWAPPING SYSTEMS

**Digital Shift Management Tools:** Implement platforms that facilitate easy shift swaps and scheduling adjustments, thereby increasing control over work-life balance.

## DIGITAL TOOLS

**Advanced Communication Platforms:** Use tools like Slack, Microsoft Teams, or Trello for streamlined communication and project management.

**Automation and AI:** Integrate AI and automation tools to reduce repetitive tasks, allowing employees to focus on more complex and engaging work.

## INNOVATION LABS

**Digital Shift Management Tools:** Implement platforms that facilitate easy shift swaps and scheduling adjustments, increasing control over work-life balance.

**Hackathons and Competitions:** Organise regular innovation competitions to foster creativity and problem-solving.

Sources: Deloitte Millennial Survey, CIPD Flexible Working Practices.

# RECOGNITION AND REWARDS



## FORMAL RECOGNITION PROGRAMS

**Employee of the Month:** Implement monthly recognition for outstanding employees.

**Annual Awards:** Hold annual award ceremonies to celebrate major achievements and contributions.

## PERFORMANCE-BASED INCENTIVES

**Bonuses and Raises:** Tie bonuses and salary increases to performance metrics and achievements.

**Profit Sharing:** Consider implementing profit-sharing schemes to give employees a stake in the company's success.

## PEER RECOGNITION PLATFORMS

**Kudos Systems:** Use platforms where employees can publicly acknowledge and reward each other's efforts.



## MENTAL HEALTH SUPPORT

**Employee Assistance Programs (EAPs):** Provide access to counselling and support services for mental health issues.

**Mental Health Days:** Allow employees to take time off specifically for mental health recovery without stigma.

## PHYSICAL WELLNESS PROGRAMS

**On-site Fitness Facilities:** Offer gym facilities or partnerships with local gyms.

**Wellness Challenges:** Organise company-wide wellness challenges to encourage healthy lifestyles.

## WORK-LIFE BALANCE

**Flexible Hours:** Allow employees to adjust their working hours to better fit personal and family commitments.

**Remote Work Options:** Continue to offer remote work possibilities even post-pandemic.

Sources: Gallup State of the Global Workplace Report, HBR Employee Engagement Articles.



# 3 | QUALITY UNIFORMS AND WORKWEAR



## COMFORT AND FUNCTIONALITY

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### ERGONOMIC DESIGN

**Breathable Fabrics:** Use materials that offer comfort and breathability, reducing fatigue and improving focus.

**Functional Features:** Incorporate features such as multiple pockets, reinforced knees and elbows, and moisture-wicking properties.



### CUSTOM FIT OPTIONS

**Range of Sizes:** Offer uniforms in various sizes and custom fits to accommodate different body types.

**Adjustability:** Include adjustable elements such as elastic waistbands and adjustable cuffs.

## SUSTAINABILITY AND STYLE

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### ECO-FRIENDLY MATERIALS

**Sustainable Fabrics:** Use organic cotton, recycled polyester, and other eco-friendly materials in uniform production.

**Low Impact Dyes:** Opt for environmentally friendly dyes that have minimal impact on the environment.



### MODERN AESTHETICS

**Contemporary Designs:** Ensure uniforms are stylish and align with current fashion trends to help employees feel proud and comfortable in their attire.

**Branding Elements:** Incorporate company branding subtly to foster a sense of identity and pride.

# SAFETY AND COMPLIANCE

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## HIGH STANDARDS

**Compliance with Regulations:** Ensure uniforms meet or exceed industry safety standards, such as fire resistance and visibility requirements.

**Regular Testing:** Conduct regular testing of uniform materials to ensure ongoing compliance and safety.

## REGULAR UPDATES

**Feedback-Driven Improvements:** Continuously gather feedback from employees to update and improve uniform designs.

**Innovative Materials:** Stay abreast of advancements in material technology to incorporate the latest innovations into uniforms.

Sources: UK Health and Safety Executive (HSE) Guidelines, Sustainable Apparel Coalition.



# 4 | COMPANY CULTURE AND VALUES



## INCLUSIVITY AND DIVERSITY

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### INCLUSIVE POLICIES

**Diversity Training:** Offer regular training on diversity, equality, and inclusion.

**Equal Opportunity Policies:** Ensure hiring and promotion practices are fair and unbiased.

### EMPLOYEE RESOURCE GROUPS

**Support Networks:** Facilitate the formation of groups for under-represented communities within the company.

**Events and Initiatives:** Support events and initiatives that celebrate diversity and foster inclusion.

## CORPORATE SOCIAL RESPONSIBILITY (CSR)

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### COMMUNITY ENGAGEMENT

**Volunteering Opportunities:** Provide employees with paid time off to volunteer in the community.

**Partnerships with Charities:** Partner with local charities and encourage employee participation in CSR activities.

### SUSTAINABILITY GOALS

**Environmental Initiatives:** Implement and communicate clear sustainability goals, such as reducing carbon footprint and waste.

**Employee Involvement:** Involve employees in sustainability initiatives, such as recycling programs and green commuting incentives.

Sources: McKinsey & Company on Diversity & Inclusion, BSR (Business for Social Responsibility) Reports.

# 5 | IMPLEMENTATION TIPS



## EMPLOYEE SURVEYS

**Regular Feedback:** Conduct quarterly surveys to gather employee feedback on engagement initiatives and uniform satisfaction.

**Action Plans:** Develop and communicate action plans based on survey results to address areas of concern.

## PILOT PROGRAMS

**Small-Scale Tests:** Test new engagement techniques and uniform designs with a select group of employees before full implementation.

**Iterative Improvements:** Use feedback from pilot programs to make necessary adjustments before rolling out company-wide.

## TRANSPARENT COMMUNICATION

**Open Channels:** Maintain open lines of communication through regular town hall meetings, newsletters, and feedback sessions.

**Inclusive Decision-Making:** Involve employees in decision-making processes to ensure their voices are heard and valued.

Sources: CIPD Employee Engagement Insights, SHRM Best Practices for Employee Surveys.





Integrating quality uniforms as part of the solution not only enhances comfort and safety but also contributes to a modern and attractive workplace culture.

# WHY NOT SEE HOW WE CAN HELP YOU:

0118 931 3200

[sales@heathbrookltd.com](mailto:sales@heathbrookltd.com)

[www.heathbrookltd.com](http://www.heathbrookltd.com)